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BHARAT SANCHAR NIGAM LIMITED
EXECUTIVES' ASSOCIATION**

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AIBSNLEA/CHQ/CPSU/2017

Dated 15.11.2017

To,

Shri D. Chakraborty,
PGM (Pers.),
BSNL Corporate Office,
New Delhi - 110001

Subject: CPSU Cadre Hierarchy Scheme in BSNL.

Reference: Your office letter number NIL dated 07.11.2017

Respected Sir,

On the subject cited above kindly refer to your email dated 07.11.2017 whereby the proposal on CPSU Cadre Hierarchy Scheme in BSNL, after getting it approved by the Management Committee of the Board, has been shared with AIBSNLEA, the 2nd Majority Executive Association of BSNL in compliance to Management Committee directives.

We would like to place on record our sincere thanks and gratitude to all the constituent members of the Management Committee who have directed Pers. Cell to get opinion of all the Associations of BSNL before submitting the CPSU Cadre Hierarchy Scheme to BSNL Board for approval.


In this context, our para-wise comments/views on the proposed CPSU Cadre Hierarchy Scheme in BSNL are as per the attached Annexure.

It is requested to kindly consider our views in a wider aspect & broader interest of all the BSNL executives and incorporate them by suitable modifications in the said CPSU Cadre Hierarchy Scheme before tabling it to BSNL Board.

With kind regards,

Encl: As above

Yours sincerely


(Prahlad Rai)
General Secretary

Copy along with enclosure for kind information to:

- o/c
1. The CMD, BSNL, New Delhi – 110001
 2. The Director (HR), BSNL Board, New Delhi – 110001
 3. The Director (CM), BSNL Board, New Delhi – 110001
 4. The Director (Ent.), BSNL Board, New Delhi – 110001
 5. The GM (SR), BSNL Corporate Office, New Delhi – 110001

Annexure to the letter number AIBSNLEA/CHQ/CPSU/2017 dated 15.11.2017

Views of AIBSNLEA on the proposed CPSU Cadre Hierarchy Scheme in BSNL

Pers. Cell proposed (Para -1):

1. General:

- 1.1 These rules may be called the 'BSNL Executive promotion Policy Amendment & Recruitment Rules, 2017;
- 1.2 The modified policy shall be implemented w.e.f. 01.01.2017.
- 1.3 On approval of the policy, all existing RR in the grade of SDE /equivalent will be treated as scrapped and MSRR 2009 will be modified to the extent that promotion of AGM/DE Grade in all the schedule-IA, IB, IC & ID shall be treated to be deleted. Remaining portion of MSRR shall be continued to be followed as per the existing provision. MT recruitment will continue as per the existing provision of Recruitment Rule of MT.
- 1.4 Powers for relaxation/ modification/ amendment to these rules will vest with the Management committee of BSNL Board.

AIBSNLEA Comments/Views:

1. Most of the executives are recruited by DoT and getting pension from DoT. Thus, BSNL cannot implement any promotion policy without its approval by DoT.
2. Kindly clarify whether this policy will replace existing Time Bound Financial Up-gradation Policy? OR both will run simultaneously and independently? As per Khan Committee recommendations the executives reaching to E5 scale on time bound promotion will have the designation of Jt. DGM and those who are promoted on functional basis to E5 grade will be designated as DGM but this is missing here in the proposed policy.
3. Entry in Executive cadre should be at JTO/JAO level only. MT recruitment at STS level as per the existing provisions of recruitment rule of MT may help in filling up Top level SAG/HAG level post on fast track method through MTs of outside and inside quota. Few of Group B level executives will also get a chance to become MT through this process. But, MT recruitment at STS level will block the career progression of Group B level executives as we have experienced in DOT setup through JTS OF ITS Group A recruitment rules 1991 wherein one DR JTO of DOT used to retire as Adhoc DE after completing 37-38 years of service. The similar situation will develop in BSNL after the introduction of MT recruitment therefore AIBSNLEA opposes any lateral entry of executives at any other stage beyond JTO/JAO level.
4. The modified policy implementing w.e.f. 01.01.2017 will not give benefit to the senior executives in the cadre having more than 20 years of service which will cause frustration and discontentment among them. For example, one JTO recruited in the year 1995 and completed 21 years of service is still waiting his first functional promotion as a SDE and one JTO recruited in the year 2011 completed 5 years of service will get SDE promotion together. No service weightage to the senior

executive is ensured. Thus the cut-off date for implementation of the new policy should be from the date of last CPC held in that cadre.

5. Delegation of powers for relaxation/ modification/ amendment to the Management committee of BSNL Board will provide easy path to BSNL management to relax/modify/amendment to these rules without the approval of management committee of BSNL Board. But, BSNL management, as its own or under the unforeseen pressures may at any time relax/modify/amend these rules with the approval of BSNL MC only which may be in the interest of executives or against. The EPP-2007 & BSNL MSRR-2009 already approved by BSNL Board and cleared by DOT may not be allowed to be relaxed / modified / amended by the Management Committee of BSNL Board only since the pension payment is being made by DOT. Also may invite litigations from the sufferers.

Pers. Cell proposed (Para -2):

2. **DEFINITION:** In these rules unless the context otherwise requires,
- 2.1 **Management Committee of Board:** Means the Board of Directors of the Company and includes in relation to the exercise of power by any committee of the Board or any Officer of the company to whom the Board delegates any of its powers.
- 2.2 **Company:** Means Bharat Sanchar Nigam Limited (BSNL, a Government of India Enterprise) having its registered office at New Delhi.
- 2.3 **Corporate Promotion Committee (CPC) -** A duly formed committee to assess the suitability of the candidate for promotion, in an objective and impartial manner.
- 2.4 **Department:** Means Department of Telecom.
- 2.5 **Functional Stream:** Means the discipline to which the Executive has been recruited, viz. Operations, Finance, Civil, Electrical, Architect, Telecom Factory, CSS etc..
- 2.6 **Government:** Means Government of India.
- 2.7 **Mode of promotion:** Time bound functional promotion
- 2.8 **Service:** Means Service rendered in the grade in the substantive capacity.
- 2.9 **Year of Examination:** In respect of Management Trainees, it will be the year for which the vacancies are declared.
- 2.10. **Existing Vacancies up to AGM / equivalent Grade:** On the date of implementation of this Rule, all the vacancies in all the cadres/streams up to AGM/ equivalent grade will be treated as dead / ceases to exist since all promotions up to AGM/ equivalent grades are time bound and not vacancy based.

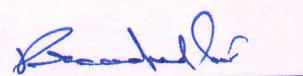
AIBSNLEA Comments/Views:

1. Definition of vacancy year with respect to each cadre must be clearly defined with proper reasons.
2. Clause 2.10 mentions that on the date of implementation of this Rule i.e. on 01.01.2017, all the vacancies in all the cadres/streams up to AGM/ equivalent grade will be treated as dead / ceases to exist. It means henceforth there would not be any CPC for SDE and AGM equivalent grades and all the promotions will be on time bound and functional basis. The seniority in AGM cadre should be decided subject to outcome of the court cases, wherever applicable.

Pers. Cell proposed (Para -3):

3. **Authorized strength of the Service:** The authorized strength of the executives in various cadre/stream shall be as per the provisional HR plan under approval. As per the provisional HR Plan, the combined strength upto AGM/ equivalent grade in various stream/cadre considered are as under:

No	Combined strength of	Approx.	No	Combined strength of	JTO,	Approx.
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	JTO, SDE, Sr SDE and AGM equivalent			SDE, Sr. SDE and AGM equivalent	
1	Telecom	43205	5	Arch	140
2	Finance	6437	6	CSS	420
3	Civil	1695	7	TF	116
4	Electrical	1104			

The above strength will be further subjected to approval of the HR Plan by the BSNL Board.

AIBSNLEA Comments/Views:

- As per Deloitte recommendations, the sanction posts of Group A and B level executives will be reduced to limit wage payment liability of BSNL through the proposed HR plan but, this huge reduction in the number of sanctioned posts of Group A and B will adversely affect the career progression of BSNL executives by way of stagnation due to non-availability of the posts. However, at this juncture where BSNL HR Plan is still under finalization we should take sanctioned staff strength as of today as cited below:

No	Combined Sanctioned strength of JTO, SDE, Sr. SDE and AGM equivalent	Approx.	No	Combined Sanctioned strength of JTO, SDE, Sr. SDE and AGM equivalent	Approx.
1	Telecom	71891	5	Arch	205
2	Finance	11775	6	CSS	420
3	Civil	2503	7	TF	278
4	Electrical	1754			

On this basis, the recruitment to fill-up the vacant posts at JTO/JAO level should continue consequent on time bound functions promotion in the grade of SDE/AGM equivalent.

Pers. Cell proposed (Para -4):

- Appointing Authority:** Appointing Authority shall be Director (HR), BSNL Board.

AIBSNLEA Comments/Views:

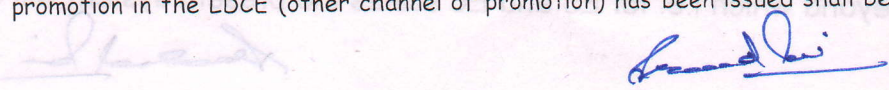
No Comments

Pers. Cell proposed (Para -5):

5 Promotion & Seniority:

A. PROMOTIONS;

- Method of Recruitment, Field of Promotion & Minimum qualifying service in the lower grade, for appointment of Executives on promotion to Higher Grade for various constituents of the **BSNL Executive promotion Policy Amendment & Recruitment Rules, 2017** shall be as per the schedules.
- All the existing Executives up to AGM/DGM(Adhoc) shall continue to be considered for financial up-gradation to the next higher scale upto E-6 scale on completion of 5 years of service from the date of placement in lower scale through conduction of CPC. The benchmarks considered for financial up-gradation shall be as per the prescribed provisions in the schedule. The new Benchmarks shall be applied to those executives whose financial up-gradations are due w.e.f. 01.01.2018.
- (i). All the executives eligible for promotion for a vacancy year i.e. promotion under SCF, for which the promotion in the LDCE (other channel of promotion) has been issued shall be considered deemed to have



been promoted before 1.1.2017 and they shall be treated en-bloc senior to the executives promoted as per this Rule

(ii). All the executives eligible for promotion for a vacancy year i.e. promotion under SCF, for which the result of the LDCE (other channel of promotion) has been issued and promotion order is pending, the promotion of executives of both the channel shall be considered deemed to have been promoted before 1.1.2017 and they shall be treated en-bloc senior to the executives promoted as per this Rule.

5.4 If the pay scale of the executive is higher than the scale of the grade in which the Executive is presently working, he/she shall be immediately placed in the higher grade, up to AGM equivalent grade as per eligibility condition prescribed in the schedule as on 01.01.17 without conducting CPC. Subsequent functional promotions to these executives up to AGM or equivalent grade shall be done as per the eligibility and prescribed conditions for the existing Executives mentioned in the schedule without conducting fresh CPC in view of **para 5.2 above**. Subsequent review shall commence from 1st January, 2018 onwards in accordance with this rule and thereafter it will be done every six months i.e. 1st July/ 1st January of the year and thereon.

5.5 All the Time Bound financial up-gradations due to the executive up to the date of approval of this policy shall be done as per existing EPP 2007.

5.6 In case of non availability of sufficient regular and eligible executives, with requisite number of years of qualifying service for promotion to AGM/equivalent grade as per this policy, relaxation in eligibility service (residency period in the lower grade) may be considered for the Executives working in E4 and higher scale in that particular stream/cadre for giving Adhoc promotion to AGM / equivalent grade, subject to the approval of Management Committee.

B. SENIORITY:

5.7 The Seniority shall be maintained at JTO level (being recruitment level for executive) and at AGM level (beyond AGM the promotion is vacancy based).

Seniority in JTO/ equivalent grade shall be as under:

- i Recruitment Year / vacancy Year
- ii The Seniority of the executive shall be as per the existing provision in the Recruitment Rule of the JTO /equivalent grade or any special rule followed in DoT/BSNL.

Seniority in AGM / equivalent grade shall be as under:-

- i Recruitment Year / vacancy Year (Since the promotions are considered twice a year i.e. panel for 1st January and 1st July in a Year, the executives promoted in the panel for 1st January shall be en-block senior to the executives promoted for the panel of 1st July).
- ii All the AGMs promoted as per the existing RRs and working on the date of effect of this Recruitment Rules as AGM/CAO/equivalent grade on regular basis shall be en-block senior to the executives promoted based on this RRs.
- iii The inter-se-seniority of the executives promoted to AGM /equivalent Grade in a particular panel from the existing executives in SDE/equivalent grade shall be in the order as under:
 1. Vacancy Year of SDE/equivalent grade
 2. Within the same Vacancy Year, as per the existing provision in the RR (the executives already promoted from different channel of promotion in a Grade i.e. SDE/equivalent, shall be as per the Quota and Rota specified in the RR)
 3. If no provision exists in the earlier RR, date of approval of panel of promotion by the competent authority in SDE / equivalent Grade.
(All the SDEs / equivalent promoted as per the existing RRs and working on the date of effect of this RRs as SDE/equivalent grade on regular basis shall be en-block senior to the executives promoted to SDE / equivalent grade based on this RRs)

IV The inter-se-seniority of the executives promoted to AGM Grade in a particular panel from the existing /new Executives in JTO equivalent grades shall be as per their seniority in the JTO equivalent grade..

AIBSNLEA Comments/Views:

1. Present system of Time Bound Financial up-gradation will be discontinued up-to E4 scale. Now up-to E4 scale there will be Time Bound Functional Promotion and beyond which i.e. for E5 and E6 scales the present system will continue. AIBSNLEA

demands that these scales should also be covered under the Time Bound Functional Promotion. The DE/CAO/EE in these scales may be given the designations like Jt. DGM and Addl. DGM respectively.

2. Career progression beyond E6 is not provisioned. A JTO/JAO recruited in E1 scale would reach in E6 scale 25 years and thereafter there is no promotional motivation except becoming DGM which is post based promotion and in the proposed scheme all JTO/JAO will not become DGM in the pyramidal hierarchy.
3. It is pertinent to mention that JTOs are waiting for their promotion since last two years for promotion to SDE cadre for vacancy year 2010-11 both SCF and LDCE channel. AIBSNLEA demand that first their promotion orders should be issued for the respective vacancy year i.e. 2010-11 and they should be treated as SDE with effect from the vacancy year 2010-11. The word 'before 01.01.2017' is a generalized term and is not relevant here.

5.3 (i) may be modified as" All the executives eligible for promotion for a vacancy year i.e. promotion under SCF, for which the result of the LDCE (other channel of promotion) has been issued and promotion order is pending, the promotion of executives of both the channel shall be considered to have been promoted on date of declaration of result i.e. from 21.5.2016."

AIBSNLEA suggests that the SCF quota promotions may be taken as deemed to be promoted from the date of declaration of result of LDCE and inter-se seniority as per the prevailing RRs.

4. This is not clear that how the seniority of the JTO to SDE LDCE passed out candidates will be decided in the particular batch/vacancy years? The fixation of inter-se-seniority between SCF and LDCE quota is also not clear. The clarification should be made a part of either Rules or Schedule.
5. To comply with the Clause 5.6, AGM and equivalent posts have not been defined anywhere in these rules. Therefore, it is not clear how Clause 5.6 will be complied with. Further, as per the Clause 2.10 all promotions up to AGM/ equivalent grades are time bound and not vacancy based then where is the question of non availability of sufficient regular and eligible executives. Further, as per the coming Clause 6.0, all the vacancies will be in JTO / equivalent cadres assessing as per the vacancy in the Cluster from JTO to AGM equivalent grades.

It seems that there is a hidden agenda to scrap the existing EPP having Time Bound and Post Based Promotions and it is clear that one executive will get a regular promotion in AGM/DE/CAO grade only on availability of the vacant posts and the other eligible executives will be given promotion to AGM/DE/CAO grade on time bound manner on adhoc basis due to non-availability of the posts in the cadre. Hence the Time Bound non-post based promotions are limiting up-to SDE level only which is totally in contrary to the Khan Committee report.. As per Khan Committee report the non-post based time bound promotions are up-to AGM/DE/CAO level and post based promotions after this level.

6. In the Para 5.4 there is no mention about the executive whose pay scale is three/two grades higher than present pay scale. For example: JTOs/JAOs/SDEs/AOs who have got TBP/functional promotion under EPP up-to the grade of E4 scale, they all are to be designated as AGM and JTOs/JAOs/SDEs/AOs/CAOs/DEs who have got TBP up-to the grade of in E5 scale they should be designated as Jt. DGM.

7. As per the Presidential Directives issued on revised pay scales on implementation of 2nd PRC report, nowhere the E6 scale exists in the pay scale hierarchy. Thus the executives working in E5 scale on time bound promotion should be place in E7 scale instead of E6. The same pay fixation is available for the Gr."A" level executives absorbed in BSNL. In no way E6 pay scale is accepted. DoT/BSNL, at the time of absorption has assured non-post based time bound promotions up-to the level of SG-JAG grade.

Pers. Cell proposed (Para -6):

6. **Vacancy:** The vacancy in JTO / equivalent cadres will be the assessed as per the vacancy in the cluster from JTO to AGM equivalent grades.

AIBSNLEA Comments/Views:

No Comments

Pers. Cell proposed (Para -7):

7. Reservation:

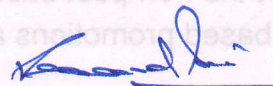
7.1 **Reservation in Recruitment:** The percentage of reservation will be applicable only in case of direct recruitment / promotion in the entry cadre of JTO equivalent and for MT Grade in direct recruitment. The reservation roster will be applicable at JTO equivalent level and for direct recruitment at MT Grade only. The number of SC/ST Executives which is deficit of the required percentage prescribed in the cluster of JTO to AGM equivalent grades shall be filled at JTO equivalent level. As per the guidelines of Govt. of India, the reservation as applicable is 15% for SC, 7.5% for ST, 27% for OBC & 3% for PWD category or as decided by management committee of BSNL Board, in recruitment.

7.2 **Reservation in promotion:** As the promotion is time bound up to AGM / equivalent Grade in E-4 Scale, and the combined strength is considered from JTO to AGM equivalent in different streams/ grade, there will not be any post based roster for promotion to SDE, Sr. SDE and AGM equivalent Grades. The relaxation in bench mark for promotion to SDE, Sr. SDE & AGM equivalent grade has been provided for SC/ST executive.

AIBSNLEA Comments/Views:

1. AIBSNLEA is of the opinion for implementation of roster on promotion as per the existing DOP&T directions or as per the outcome of the Hon'ble Supreme Court judgment on pending SLPs filed by BSNL. It should be mentioned in these Rules.

Pers. Cell proposed (Para -8):



8. **Benchmark, eligibility etc.:** Benchmark and eligibility for promotions to various Grade (s) / Level (s) shall be as per schedule.

AIBSNLEA Comments/Views:

1. Benchmarks have been made more stringent. AIBSNLEA requests to keep them as per the Khan Committee recommendations.

Pers. Cell proposed (Para -9):

9. **Constitution of CPC:** Constitution of screening committee at circle and corporate office, ND level shall be issued.

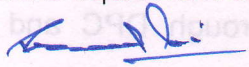
The details of Screening Committee for various IDA Scale upgradations / time bound functional promotion will be as follows:-

s. no	Grade/ scale	Pay scale upgradation/ time bound functional promotion	Constitution of Screening Committee
1	JTO to SDE / equivalent E1 to E2	Rs. 16,400-40,500 (provisional) to Rs. 20,600-46,500 (provisional)	1. General Manager (Admn/HR)
2	SDE to Sr.SDE/ equivalent E2 to E3	Rs. 20,600-46,500 (provisional) to Rs. 24,900- 50,500	2. Deputy General Manager (A/HR) 3. Deputy General Manager
3	Sr. SDE to AGM/ equivalent E3 to E4	Rs.24,900-50,500 to Rs. 29,100-54,500	
4	E4 to E5 scale	Rs. 29,100-54,500 to Rs.32,900-58,000	1. PGM/CGM 2. G.M (Admn) 3. GM
5	E5 to E6 scale	Rs.32,900-58,000 to 36,600-62,000	1. PGM/CGM 2. G.M(Admn) 3. GM

Note- One of the Members of the Screening Committee must belong to SC or ST category, else, one additional SC/ST member of AGM/JAG level may be co-opted

AIBSNLEA Comments/Views:

- BSNL Board itself has approved E2 scale for JTO/JAO & E3 for SDE/AO equivalent cadres. The proposal is still alive and not turned down finally. Therefore, before finalization of standard pay scales for JTO/JAO and SDE/AO equivalent cadres, introduction and implementation of CPSU CCH is not justified at all.
- AIBSNLEA strongly demands that for the existing SDEs or equivalent, the qualifying service required for the promotion from SDE/AO to DE/CAO should be 7 years only. As such all the SDEs/AOs having completed 7 years service as SDE/AO/Sr.SDE/Sr AO on 01.01.2017 should immediately be promoted as AGM w.e.f. 01.01.2017. And further all the SDEs or equivalent who would be completing 7 years of service from the date of their last DPC should also be promoted to AGM even after 01.01.2017.
- In BSNL as per EPP provisions the Sr. SDE / Sr. AO is a non-functional and non-substantive grade hence to remove the stagnation in the career progression of executives this non-functional grade of Sr. SDE/Sr/AO residency period should be reduced to two years instead of five years to enable functional promotion SDE/AO to DE/CAO on completion of 7 years of SDE/Sr.SDE equivalent combined service.



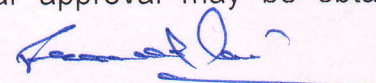
Pers. Cell proposed (Para -10):

10. Convening of CPC:

- 10.1 CPC will be convened twice a year, one on 1st January and another on 1st July. CPCs will be conducted at Circle level in respect of promotion to SDE/Sr.SDE / AGM/ equivalent Grades and financial up gradations to all executives up to E-6 Scales. The executives to be considered for functional promotion on 1st January shall be those executives who are completing the qualifying service from 1st July to 31st December of the preceding year and similarly, on 1st July those executives who are completing the qualifying service from 1st January to 30th June of the Year.
- In respect of financial up gradation upto E-6 scale, the executives who are completing the qualifying service from 1st January to 30th June shall be considered on 1st January and those executives who are completing qualifying service from 1st July to 31st December of the same Year shall be considered on 1st July.
- 10.2 The recommendations of the CPCs for functional promotion shall be forward to BSNL CO for consideration of the Appointing Authority and for issuing promotion orders. The Financial up gradation shall continue to be approved by concerned CGM till e- DPC is implemented. On implementation of e-DPC, all promotion(post based/financial upgradation) shall be conducted at BSNL CO.
- 10.2 CPC will be initiated at least 3 month in advance i.e. 1st week of October / April every Year to get the panel approved before 1st January / 1st July to give effect to the promotion in time. The CPC shall be convened between 1st December to 15th December/ 01st June to 15th June, by all circles to maintain uniformity.
- 10.3 The APAR to be considered for the time bound financial up gradation and functional Promotion, shall be the last 5 years APAR available as on 30th November of the preceding Year. In other words, for the year 1st January / 1st July of 2018, APARs up to the year 2016-17 are required to be considered irrespective of the date of convening CPCs.
- 10.4 Date of effect of time bound functional promotion up to AGM equivalent grade shall be 1st January / 1st July of the year in which executive is eligible for promotion irrespective of conduction of CPC.
- 10.5 **Sealed cover procedure shall be followed under following condition or as decided by BSNL Board by Corporate Promotion Committee (CPC).**
- When a charge sheet under Rule 35 or Rule 36 has been issued under BSNL CDA Rule
 - When a prosecution sanction has been issued against the executive,
 - When the executive is under suspension.
- 10.6 The Sealed cover cases should be reviewed after every 6 months or when the case is decided, whichever is earlier and in case the executive is exonerated, the executive shall be promoted from the date his junior is promoted.
- 10.7 If before the next CPC is convened, a penalty is issued under Rule 33 of BSNL CDA Rule -2006 in respect of sealed cover cases, the executive shall be considered in the next CPC. In such case the seniority of the executive shall be as per the new panel approved by the competent authority.
- 10.8 When at the time of CPC, an executive is undergoing of any penalty, the CPC members while assessing the suitability of the executive should consider the penalty imposed on the employee and a record to the effect shall be recorded in the notes of CPC. Even after assessing the suitability of the executive and the grounds of penalty, if CPC finds the executive FIT for promotion, the promotion of the executive can be given effect after the currency of penalty is over.
- 10.9 In case the executive is promoted after the currency, he will continue to retain the same seniority as per the panel but the length of service shall be counted from the date of promotion, for next promotion.
- 10.10 In case of any further clarification, guidelines / instruction issued by BSNL from time to time after publication of this recruitment rule may be referred. In the absence of BSNL guidelines, DOP&T guidelines may be referred.

AIBSNLEA Comments/Views:

1. On implementation of this scheme, there will be one time bulk promotion on 1-1-17 without DPC whereas as per DOP&T instructions functional promotions are to be through DPC and VC. Therefore, a clear approval may be obtained from the



competent authority to avoid unpleasant situation in future as now DoT is not recognizing additional increment granted on functional promotion in the existing EPP. AIBSNLEA, therefore submits that instead of hasty implementation of half cooked policy, effort should be made for making all promotion through CPCs/ LDCE which are held up for long time before implementation of CPSU Cadre Hierarchy.

2. Some of the cadres have been restructured after 01.10.2000 even though recruited before this cut-off date. All these persons will lose their service. Hence, AIBSNLEA demands that at least for these persons the notional service be taken from 01.10.2000.

Pers. Cell proposed (Para -11):

11. **Consideration of promotion of executive with less qualifying service:**

In case where Executive appointed for same vacancy year/ recruitment year in the same grade, who have completed their qualifying / eligibility service are being considered for promotions to higher grade, comparable less qualifying service executives appointed for same vacancy year / recruitment year would also be considered for promotion to SDE / up to AGM and equivalent grades as per the relaxation defined in schedule.

AIBSNLEA Comments/Views:

Please refer reply under Para-5 for the Clause 5.

Pers. Cell proposed (Para -12):

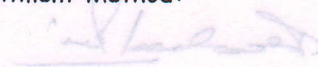
12. The executive shall join the place of posting on promotion within 40 days of the issue of the order of promotion by BSNL CO. The period of 40 days may be extended in exceptional and deserving case, in the interest of service, where the Administrative requirement so demands with the approval of appointing authority. In case the Executives who are granted functional promotion but fails to join the promoted grade within the time or decline promotion, then Management reserves the right to forfeit his promotion and executive shall not be considered for functional promotion or financial up-gradation to higher scale for next one Year or next CPC whichever is later, from the date of deemed refusal (after 40 days) or from date of application of refusal.

AIBSNLEA Comments/Views:

1. The 40 days duration must be clearly spelt out. It is seen that sometimes competent authorities do not issue promotion orders in time and leaves a little time for the executive to join at new place. It becomes very awkward when an executive is transferred out of circle and that the new circle posts him at a very distant location.
2. The date of refusal of promotion must also be clearly defined. AIBSNLEA suggests that date of refusal of promotion should be the date on which he/she submits his refusal for promotion to his/her immediate superior/controlling authority. Nowhere should it be linked with the date of acceptance of the refusal by the competent authority.

Pers. Cell proposed (Para -13):

13. **Fitment Method:**



- 13.1 On being found fit for IDA pay scale up gradation, fixation of pay shall be made as per FR-22 1(a) (i) or as per the company equivalent rules in force from time to time.
- 13.2 Consequent to grant of any time bound functional promotion from the pay scale corresponding to lower grade to pay scale corresponding to higher grade; the executive's pay will be fixed as per FR-22 1(a) (i).
- 13.3 In case of executive already granted the higher scale under time bound promotion or equivalent scale of the promoted grade, the Executive shall not be given any fixation under FR-22(1)(a) when he is being considered for placement in the higher grade.

AIBSNLEA Comments/Views:

1. In the case of 13.3, an executive when given such promotion must be given some financial up-gradation in any form whether it is grade pay (in the form of perks or otherwise) else the tendency to refuse the promotion and thereby higher responsibility shall increase.
2. Maximum executives of List No.6, who became SDE on 26.04.2000 already, got E-5 scale in 2014 and completed 3 years in 2017 then what is the use of CH unless and until some financial up-gradation in any form whether it is grade pay or in the form of perks or otherwise is given.

Pers. Cell proposed (Para -14):

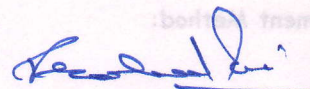
14. **Passing of Exam on promotion from lower scale to higher scale:** Every Executive whose pay is upgraded to next higher IDA Pay scale (under financial up-gradation) or granted promotion in the higher grade through time bound functional promotion will have to pass the online exam as per existing policy, for being eligible for SECOND and subsequent increment in the upgraded IDA Scale, i.e. the executive has to clear the exam within a period of two years from the date of order of the upgradation to the higher scale or promoted to the next functional Grade. The Executive who fails to pass the examination will not be eligible for consideration of next IDA pay scale up-gradation / functional promotion even if the executive is due for financial up-gradation or functional promotion.

AIBSNLEA Comments/Views:

1. Stopping of SECOND and subsequent increment in the upgraded IDA Scale in case, if an executive fails to clear the exam within a period of two years from the date of order of the up-gradation to the higher scale or promoted to the next functional Grade is a very stringent condition. This stops future increments of that executive and is like suicidal murder of the career of that executive. To avoid this unpleasant condition, AIBSNLEA is of the view that even passing of exam after each up-gradation is not at all required. It is mere wastage of time and BSNL's money. Such exam does not exist under NEPP and BSNL MSRR. Why there is such discrimination with Gr."B" level executives only? Why their competency is being judged after every up-gradation? Which is not the case in any other cadre? Since the existing EPP-2007 provisions up-to AGM level are being modified, this provision of exam after every up-gradation should be abandoned in new policy.

Pers. Cell proposed (Para -15):

15. **Training:** The existing Training module/policy mandatorily required in any cadre/grade/scale shall continue to be followed.



AIBSNLEA Comments/Views:

1. The existing policy is not fruitful at all except saving of some TA/DA amount and man hours. Passing of an exam is one thing and gaining knowledge is another thing. The ultimate aim of knowledge gaining is achieved only in schooling system where one attends class room and shares his/her field knowledge with the theoretical knowledge of the lecturer. In the interest of services, such expenditure should not be counted as OPEX instead it should be counted as CAPEX on HR. Therefore, AIBSNLEA demands that at least one weeks training followed by mandatory exam must be there after each up-gradation. The facility of training at training centers which is presently available for the executives over 55 years must be extended to all executives to make the training/exam more meaningful.

Pers. Cell proposed (Para -16):

16. **New designations for Executives :**

In the Policy new Designation has been incorporated and shall hereafter be followed at all levels at H.Q./Circle/SSA etc. These Designation modified upto AGM Grade are as under:

<i>Present Designation</i>	<i>New Designation</i>
<i>JTO/JAO Equivalent</i>	<i>Deputy Manager</i>
<i>SDE/AO Equivalent</i>	<i>Manager</i>
<i>Sr SDE / Sr AO Equivalent</i>	<i>Senior Manager</i>
<i>DE / CAO /EE Equivalent</i>	<i>Asst General Manager</i>

AIBSNLEA Comments/Views:

1. The scheme is silent about the designations of the executives running in the E-5 and E-6 Scales. DE/CAO/EE in these scales may be given the designations like Jt. DGM and Addl. DGM respectively. AGMs should report either to Jt. DGM/Addl. DGM/DGM and Jt. DGM/Addl. DGM/DGM should report either to Jt. GM or GM.

Pers. Cell proposed (Para -17):

17. **Liability for transfer:** All Executives in the strength of BSNL shall be liable for transfer anywhere in India or at any place falling in the operational area of BSNL in accordance with the transfer policy in force or any modification issued from time to time. Combined strength of JTO / SDE/ Sr SDE equivalent grades shall be taken together for the purpose of deciding the strength / shortage for the purpose of transfer. Executives in AGM grade shall be separately considered for the purpose of transfer.

AIBSNLEA Comments/Views:

1. The provisions of existing Executive Transfer Policy must be followed in true sense.

Pers. Cell proposed (Para -18):

18. The Role of JTO, SDE and Sr. SDE can be used interchangeably and will report directly to AGM or as decided by management committee of BSNL Board. The Job details and description of the executives up to AGM level shall be issued separately by restructuring unit of BSNL CO.

AIBSNLEA Comments/Views:

1. The job description of JTO, SDE and Sr. SDE must be clearly spelt out before implementation of this scheme to avoid unrest and hue and cry situation in the field units. Rather, this should be defined and accordingly implemented first. This is very particular in Civil / Electrical works where SDEs and EEs are having defined delegation of financial powers in line with CPWD works manual. Who will work functionally as officer in-charge of work it mean EE who is responsible for tenders, agreement, Arbitration cases, bill payment, sanction of extra items, deviations etc.

Pers. Cell proposed (Para -19):

19. **Disqualification:** - No person -
 19.1 Who has entered into or contracted a marriage with a person having a spouse living or
 19.2 Who, having a spouse living, has entered into or contracted marriage with any person. shall be eligible for appointment, Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing exempt any person from the operation of this rule.

AIBSNLEA Comments/Views:

No Comments

Pers. Cell proposed (Para -20):

20. **Saving:** Nothing in these rules shall affect relaxation of age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes etc in accordance with the orders issued by the Government from time to time.

AIBSNLEA Comments/Views:

No Comments

Pers. Cell proposed (Para -21):

21. **Residuary matters:** In regard to matters not specifically covered by or under these rules, the persons appointed will be governed by the rules, regulations and orders decided upon by the Company.

AIBSNLEA Comments/Views:

No Comments

Pers. Cell proposed (Schedule – Para-I):

S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or fitness	Eligibility Criteria for Promotion.
I	Manager (now SDE / AO / Equivalent) E2 Scale (20,600 -	By CPC from Deputy Manager (now JTO /	Time bound promotion-cum - fitness	1. Executives who have completed 5 years of regular service in Deputy Manager grade (Now JTO/Equivalent) as on 1 st January / 1 st July of the year.

46,500) (provisional)	Equivalent)		<p>2. Bench mark: OC: All Good, No Adverse /Average. SC/ST: Not more than 1 Average and no Adverse</p> <p>3. One Year relaxation shall be granted to the executives, in case Executives appointed for same vacancy year/ recruitment year are being considered for the promotion.</p> <p>And for existing executives--</p> <p>4. Executives in JTOs/ Equivalent grade, drawing E-2 and above scale and completed 5 years of regular service in JTO / Equivalent grade, on 01-01-2017, shall be placed in SDE / equivalent grade on 01.01.2017, as a onetime measure.</p>
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AIBSNLEA Comments/Views:

1. The benchmarks are so tight that nobody will like to go for field duties willfully which will hamper the growth of BSNL. It should be on the basis of Khan Committee recommendations.
2. Further, in the above grading system, if someone gets an average entry, he will be disqualified for 5 consecutive years. This system should be revised and instead of it, APAR numerical grading system should be introduced so that average APAR marks can be compensated taken into account for combined five years in order to access ones suitability for the promotions. This will motivate an executive to improve his working without hampering his career.

Pers. Cell proposed (Schedule – Para-II):

S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or fitness	Eligibility Criteria for Promotion.
II	Sr. Manager (now Sr. SDE / Sr. AO / Equivalent) E3 scale (24,900 - 50,500)	By CPC from Manager Grade (Now SDE/ Equivalent)	Time bound promotion - cum - fitness	<p>1. Executives who have completed 5 years of regular service in Manager Grade (Now SDE/ Equivalent) on 1st January / 1st July of the year</p> <p>2. Bench Mark: OC: 1 VG & 4 Good and No Adverse/Average. SC/ST: All Good and No Adverse/Average.</p> <p>And for existing executives--</p> <p>3. The Executives, who are drawing E3 and above scales and completed 3 years of regular service as SDE/equivalent Grade shall be placed in Sr. SDE / equivalent Grade on 01-01-2017. Subsequent review shall be w.e.f. 01.01.2018 onwards on completion of 3 years in SDE/equivalent Grade on 1st January / 1st July of the year.</p> <p>4. Executives, presently working in JTO/ Equivalent grade drawing E-4 and above scale on 01-01-2017 shall be considered for promotion to Sr. SDE / equivalent grade after completion of 3</p>

				<p>years of service in SDE/Equivalent grade after being placed as SDE or equivalent grade as on 01-01-2017.</p> <p>5. Executives, presently working in JTO /equivalent grade drawing E-3 scale on 01-01-2017 shall be considered for promotion to Sr. SDE / Equivalent grade after completion of 4 years of service in SDE / equivalent grade after being placed as SDE / equivalent grade on 01-01-2017.</p> <p>(executives recruited as JTO / equivalent in same vacancy/ recruitment year shall also be considered for promotion at par with the executives promoted as per Para 4 & 5 above provided they are not short of more than one year)</p>
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AIBSNLEA Comments/Views:

1. The benchmarks are so tight that nobody will like to go for field duties willfully which will hamper the growth of BSNL. It should be on the basis of Khan Committee recommendations.
2. Further, in the above grading system, if someone gets an average entry, he will be disqualified for 5 consecutive years. This system should be revised and instead of it, APAR numerical grading system should be introduced so that average APAR marks can be compensated taken into account for combined five years in order to access ones suitability for the promotions. This will motivate an executive to improve his working without hampering his career.
3. The executive, who are drawing E3 scale as on 01.01.2017 and working as JTO/JAO and completed more than 5 years of service as JTO/JAO, shall be placed in Sr. SDE/equivalent grade on completion of 3 years of SDE/equivalent grade or 10 years of combined service of JTO/equivalent grade and SDE/equivalent grade, whichever is less.

Pers. Cell proposed (Schedule – Para-III):

S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or fitness	Eligibility Criteria for Promotion.
III	Asst General Manager (now DE/AGM /CAO/EE / Arch / equivalent)- E4 (Rs. 29,100-54,500)	By CPC from Sr. Manager grade (now Sr. SDE / equivalent)	Time bound promotion - cum - fitness	<ol style="list-style-type: none"> 1. Executives, who have completed 5 years of regular service in Sr. Manager Grade (Now Sr. SDE / Sr. AO/ equivalent). 2. Bench Mark: OC: 2 VG & 3 Good, No Adverse/Average. SC/ST: 1 VG & 4 Good, No Adverse/Average. And for existing executives-- 3. Executives in SDE/equivalent Grade, drawing E4 and above scale and have completed 12 Years of service in SDE / equivalent grade (now Manager) as on 01.01.2017 shall be placed directly to AGM/ equivalent Grade on 01.01.2017, as a onetime measure.

				<p>4. Executives in SDE/equivalent Grade after being placed in Sr. SDE grade/ equivalent grade (now Sr. Manager), with a combined service of 12 years as SDE & Sr. SDE/ 5 Years in Sr. SDE Grade, whichever is earlier, shall be placed in AGM/ equivalent grade on 1st January / 1st July of the year.</p> <p>(The executive promoted in SDE / equivalent grade for same Vacancy Year shall also be considered for placement to AGM/ equivalent Grade at par with the executives promoted as per Para. 3 & 4 above, provided the executive is drawing E-4 and above scale)</p>
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AIBSNLEA Comments/Views:

1. The benchmarks are so tight that nobody will like to go for field duties willfully which will hamper the growth of BSNL. It should be on the basis of Khan Committee recommendations.
2. Further, in the above grading system, if someone gets an average entry, he will be disqualified for 5 consecutive years. This system should be revised and instead of it, APAR numerical grading system should be introduced so that average APAR marks can be compensated taken into account for combined five years in order to access ones suitability for the promotions. This will motivate an executive to improve his working without hampering his career.
3. In DoT era the minimum qualifying service required for the promotion from SDE/AO to DE/CAO was 5 years. Even after the formation of BSNL and introduction of BSNL MSRR, it is kept 7 years. But, now in the proposed scheme in spite of smooth and fast career progression, it is being increased to 12 years for the existing SDEs/AOs. AIBSNLEA strongly opposes it and demands that for the existing SDEs, the qualifying service required for the promotion from SDE/AO to DE/CAO should be 7 years only. As such all the SDEs/AOs having completed 7 years service as SDE/AO on 01.01.2017 should immediately be promoted as AGM w.e.f. 01.01.2017. And further all the SDEs who would be completing 7 years of service from the date of their last DPC should also be promoted to AGM even after 01.01.2017.
4. Further, in this scheme the role of JTO, SDE and Sr. SDE are interchangeable and all these grades will be directly reporting to AGM. Therefore, the service completed in any of these grades shall be equally weighed for promotion to the grade of AGM. When, SDEs, who have completed 12 years of service as on 01.01.2017, are going to be promoted as AGM as one time measure without rendering any service in the functional grade of Sr. Manager, why can't the same formula be applied to the JTOs working in E-4 and E-5 scales who have completed service of more than 17 years? It is totally unfair and unjust to restrict the JTOs in E4 and E5 scale with 17 years and more service to a single promotion to Manager Grade on 01.01.2017 at par with the JTOs with just 5 years of service.
5. In BSNL as per EPP provisions the Sr. SDE / Sr. AO is a non-functional and non-substantive grade hence to remove the stagnation in the career progression of executives this non-functional grade of Sr. SDE/Sr/AO residency period should be



reduced to two years instead of five years to enable functional promotion SDE/AO to DE/CAO on completion of 7 years of SDE/Sr.SDE equivalent combined service.

Pers. Cell proposed (Schedule – Para-IV):

S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or fitness	Eligibility Criteria for Promotion.
IV	Time Bound financial up gradation from E4 to E5 Scale (Rs. 32900-58000)	By CPC from JTO / SDE / Sr. SDE / AGM / equivalent	By Time bound Scale up gradation cum fitness	1. Executives who have completed minimum residency period of 5 years in E4 scale from the date of grant of existing lower scale. 2. Bench Mark: OC: 3 VG & 2 Good, No Adverse/Average. SC/ST: 2 VG & 3 good, No Adverse/Average.

AIBSNLEA Comments/Views:

1. The benchmarks are so tight that nobody will like to go for field duties willfully which will hamper the growth of BSNL. It should be on the basis of Khan Committee recommendations.
2. Further, in the above grading system, if someone gets an average entry, he will be disqualified for 5 consecutive years. This system should be revised and instead of it, APAR numerical grading system should be introduced so that average APAR marks can be compensated taken into account for combined five years in order to access ones suitability for the promotions. This will motivate an executive to improve his working without hampering his career.
3. The AGMs on up-gradation to E-5 grade be given designation as Jt. DGM with all powers and facilities equivalent to DGMs except statutory powers and seniority of DGM grade.
4. AGMs should report either to Jt. DGM/Addl. DGM/DGM.

Pers. Cell proposed (Schedule – Para-V):

S. No.	Grade and Corresponding IDA Pay Scale	Method of Recruitment	Whether Selection by Merit or fitness	Eligibility Criteria for Promotion.
V	Time Bound financial up gradation from E5 Scale to E6 grades (Rs. 32900-58000)	By CPC from JTO / SDE / Sr. SDE / AGM / DGM(Adhoc) / equivalent	By Time bound Scale up gradation cum fitness	1. Executives who have completed minimum residency period of 5 years in E5 scale from the date of grant of existing lower scale. 2. Bench Mark: OC: 3 VG & 2 Good, No Adverse/Average. SC/ST: 2 VG & 3 good, No Adverse/Average.

AIBSNLEA Comments/Views:

1. The benchmarks are so tight that nobody will like to go for field duties willfully which will hamper the growth of BSNL. It should be on the basis of Khan Committee recommendations.
2. Further, in the above grading system, if someone gets an average entry, he will be disqualified for 5 consecutive years. This system should be revised and instead of it, APAR numerical grading system should be introduced so that average APAR marks can be compensated taken into account for combined five years in order to access ones suitability for the promotions. This will motivate an executive to improve his working without hampering his career.
3. The AGMs on up-gradation to E-6 grade be given designation as Addl. DGM with all powers and facilities equivalent to DGMs except seniority in DGM grade.
4. AGMs should report either to Jt. DGM/Addl. DGM/DGM and Addl. DGM should report either to Jt. GM or GM.
5. There is a typographical error in mentioning the E6 scale which should be corrected suitably to Rs. 36,600-62,000.

Pers. Cell proposed (Seniority in JTO/ equivalent grade):

- i Recruitment Year / vacancy Year
- ii The Seniority of the executive shall be as per the existing provision in the Recruitment Rule of the JTO /equivalent grade or any special rule followed in DoT/BSNL.

AIBSNLEA Comments/Views:

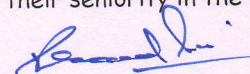
No Comment

Pers. Cell proposed (Seniority in AGM / equivalent grade):

- i Recruitment Year / vacancy Year (*Since the promotions are considered twice a year i.e. panel for 1st January and 1st July in a Year, the executives promoted in the panel for 1st January shall be en-block senior to the executives promoted for the panel of 1st July.*)
- ii All the AGMs promoted as per the existing RRs and working on the date of effect of this Recruitment Rules as AGM/CAO/equivalent grade on regular basis shall be en-block senior to the executives promoted based on this RRs.
- iii The inter-se-seniority of the executives promoted to AGM /equivalent Grade in a particular panel from the existing executives in SDE/equivalent grade shall be in the order as under:
 1. Vacancy Year of SDE/equivalent grade
 2. Within the same Vacancy Year, as per the existing provision in the RR (the executives already promoted from different channel of promotion in a Grade i.e. SDE/equivalent, shall be as per the quota and rota specified in the RR)
 3. If no provision exists in the earlier RR, date of approval of panel of promotion by the competent authority in SDE / equivalent Grade.


(All the SDEs / equivalent promoted as per the existing RRs and working on the date of effect of this RRs as SDE/equivalent grade on regular basis shall be en-block senior to the executives promoted to SDE / equivalent grade based on this RRs)

- IV. The inter-se-seniority of the executives promoted to AGM Grade in a particular panel from the existing /new Executives in JTO equivalent grades shall be as per their seniority in the JTO equivalent grade.



AIBSNLEA Comments/Views:

1. The clarification given above on the seniority of existing SDEs/AGMs/DGMs and equivalent level executives is silent about the ongoing court cases. The clarification, as mentioned above must be subject to in accordance with the judgment of Hon'ble Courts on TES Gr."B" seniority cases.


(Prahlad Rai)
General Secretary

Para. Cell proposed (Seniority in JTO \ equivalent grade):

- i Recruitment Year \ vacant Year
- ii The Seniority of the executive shall be as per the existing provision in the Recruitment Rule of the JTO \ equivalent grade or any special rule followed in DoT/BSNL.

AIBSNLEA Comments/Views:

No Comment

Para. Cell proposed (Seniority in AGM \ equivalent grade):

- i Recruitment Year \ vacant Year (Since the promotions are considered twice a year, the panel for 1st January and 1st July in a year, the executives promoted in the panel for 1st January shall be on-block senior to the executives promoted for the panel of 1st July)
- ii All the AGMs promoted as per the existing RRs and working on the date of effect of this Recruitment Rules as AGM/CAO \ equivalent grade on regular basis shall be on-block senior to the executives promoted based on this RRs.
- iii The inter-se-seniority of the executives promoted to AGM \ equivalent grade in a particular panel from the existing executives in SDE \ equivalent grade shall be in the order as under:
 1. Vacancy Year of SDE \ equivalent grade
 2. Within the same Vacancy Year, as per the existing provision in the RR (the executives already promoted from different channel of promotion in a grade i.e. SDE \ equivalent, shall be as per the quote and rate specified in the RR)
 3. If no provision exists in the earlier RR, date of approval of panel of promotion by the competent authority in SDE \ equivalent grade.(All the SDEs \ equivalent promoted as per the existing RRs and working on the date of effect of this RRs as SDE \ equivalent grade on regular basis shall be on-block senior to the executives promoted to SDE \ equivalent grade based on this RRs)
- iv The inter-se-seniority of the executives promoted to AGM Grade in a particular panel from the existing \ new Executives in JTO equivalent grades shall be as per their seniority in the JTO equivalent grade.